



Fact or Fiction about Disabilities

SECTION ONE: EVALUATION

1. The decision to hire or not to hire is generally a time consuming and carefully considered process.

True _____ False _____

2. When an applicant avoids eye contact with you in an interview, it is usually a good sign that the applicant is:

- A. someone with low self-esteem _____
- B. evasive or hiding something _____
- C. nervous or unsure _____
- D. not highly motivated _____
- E. inexperienced _____
- F. any of the above _____
- G. none of the above _____

3. A handshake can tell you a lot about a person:

True _____ False _____

4. For persons with a disability to get a job offer, they typically have needed:

- A. twice as many interviews _____
- B. about the same number of interviews _____
- C. five times as many interviews _____
- D. fewer interviews _____
- E. ten times as many interviews _____
- F. twenty times as many interviews _____
as an equally qualified applicant who does
not have a disability

5. Matching a person with a disability with a job where the disability would have no impact on the ability to do the job is a key to successful hiring.

True _____ False _____

6. If an applicant asks for help in filling out an application because he/she has a disability, the employer should assist him/her and not inquire about the nature of the disability until a job offer has been made.

True _____ False _____

7. If an employer has a question about how someone in a wheelchair is going to be able to do an essential function of a job, the employer must wait to address it until either the applicant introduces the subject or an offer of employment has been made.

True _____ False _____

SECTION TWO: ETIQUETTE

8. Persons who are blind generally have exceptional skill in recognizing people's voices.

True _____ False _____

9. The percentage of accuracy for persons who lip-read is about:

- | | | |
|----|---------------------------|-------|
| A. | 80 percent to 100 percent | _____ |
| B. | 60 percent to 80 percent | _____ |
| C. | 40 percent to 60 percent | _____ |
| D. | below 40 percent | _____ |

10. Making sure that the interview area is accessible is the only real accommodation to be made when interviewing a person who uses a wheelchair.

True _____ False _____

11. When guiding a person who is blind, it is important to keep a firm grip on the arm in order to "navigate" him/her.

True _____ False _____

12. If someone has speech that is difficult to understand, the interviewer should ask if the person could bring in someone to interpret.

True _____ False _____

13. When interviewing someone who has an intellectual disability, it is important to use only simple words and concepts.

True _____ False _____

14. Sign language is direct translation of English using hand signals and signs.

True _____ False _____

15. People with disabilities deserve respect for being courageous in overcoming their disabilities.

True _____ False _____

SECTION THREE: INTERVIEW QUESTIONS AND ISSUES

16. An applicant with a disability should be discouraged from introducing the disability as a discussion topic during the interview.

True _____ False _____

17. "Can you lift twenty-five pounds?" Is a good example of a question designed to determine if an applicant can perform an essential function?

True _____ False _____

18. When you know that you are going to interview a person with a disability, it is a good idea to research the disability so that you will know more about it.

True _____ False _____

19. If you identified a job in your department that would be perfect for someone who used a wheelchair, the best thing to do would be to:

A. _____ Contact organizations that refer persons who use wheelchairs and inform them of the opening

- B. ☐ Freeze that position for someone who uses a wheelchair
 - C. ☐ Put an ad in the newspaper, emphasizing “wheelchair accessible” in the ad
 - D. ☐ None of the above
 - E. ☐ All of the above
20. If an applicant requests or brings an interpreter with him/her to an interview, it is a good indication that he/she will need an interpreter on the job.
- True ☐ False ☐

SECTION FOUR: MOST CHALLENGING CURRENT DISABILITY EMPLOYMENT ISSUES

21. Dyslexia and other learning disabilities are a form of mental retardation.
- True ☐ False ☐
22. People who are mentally ill rarely are able to successfully maintain long term employment.
- True ☐ False ☐
23. The military provides vocational rehabilitation for veterans with post traumatic stress disorder and traumatic brain injuries so that they can return to employment after they are basically symptom free.
- True ☐ False ☐
24. Developing reasonable accommodations for mental illnesses is difficult for employers because of a general lack of understanding of the disability itself.
- True ☐ False ☐
25. There is little value in bringing an employee back to work who has work related stress since the work itself is the stated cause of the condition.
- True ☐ False ☐